

(U) Ask Zelda!: Afraid of Retribution

FROM: SIDtoday

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(U) Dear Zelda,

(U) I work in an office that has always been known for its great people, high morale, and excellent work. About 2 years ago, a new manager arrived. Although she was easy to get along with at first, over time her true colors began to show: screaming fits in the office, foul language, disrespect, and unreasonable demands and expectations became commonplace. Things have gotten even worse now, to the point that people literally cower at their desks in hopes that she doesn't know they're there, lest they get raked over the coals for something they weren't aware they had done wrong. (Actually, usually there was no wrongdoing: she often contradicts her earlier instructions.)

(U) Some of us have approached higher management about the situation, only to learn that they were well aware of it but were hesitant to do anything about it--we think that they're afraid of her, too. When she made a decision that seemed to be a clear case of waste, fraud, and abuse, someone lodged a complaint with the IG [Inspector General]--only to result in a screaming lecture from her when she found out about the complaint, and warnings not to do it again (which in itself is an IG concern, right? "No fear"?).

(U) The bottom line: this person is a bully, and we now operate in an environment of daily fear. Highly skilled people are applying for any job they can find just to get away, which is having an impact on mission. We know about the employee dispute resolution center and other services, but no one wants to use any route that isn't anonymous, out of fear of retribution.

--Help??

Dear Help??, this is really something the Office of the Inspector General--which investigates allegations of fraud, waste, abuse, and violations of law, rule or regulation--should answer, so I passed it over to them. Here is their response:

(U//~~FOUO~~) "The situation you describe includes several concerns that the OIG routinely investigates, including possible violations of rules prohibiting the creation of a hostile work environment, abuse of authority, whistleblower reprisal, and failure to provide full and complete cooperation with the OIG. You can refer such allegations to the OIG through the OIG Hotline (963-5023) for action. You may also type "go IG" in your browser to access the OIG webpage, where you can **anonymously** report your concerns. We also encourage personal meetings with an OIG Hotline Manager, which can be scheduled via email or telephone. Whatever means you use to report concerns to the OIG, your confidentiality is guaranteed by law and by NSA policy.

(U//~~FOUO~~) If you provide information to the OIG, and later have questions or concerns about the manner in which the case was handled, the Assistant Inspector General for Investigations, [redacted] [redacted] would be happy to meet with you to discuss the case within the bounds of protecting both confidentiality and privacy."

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